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INTERNATIONAL CITY MANAGERS' ASSOCIATION  
1313 EAST 60TH STREET - CHICAGO 37, ILLINOIS

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PAY RATES FOR SELECTED CITY JOBS IN JULY, 1949

What changes were made during the first half of 1949 in salaries and wages and in the work week for city employees in the 99 cities listed in MIS Report No. 63 issued in April, 1949.

Early in July, 1949, the International City Managers' Association sent a follow-up inquiry to the officials of the cities under 100,000 who had reported data on pay rates for 20 positions last January. These officials were asked to report changes made during the first six months of 1949, including changes effective on July 1, 1949. At the same time the Civil Service Assembly sent out a similar follow-up inquiry to the cities over 100,000. Returns were received from all but one of the 99 cities listed in MIS Report No. 63 issued in April, 1949, and the information is summarized below. For the cities reporting pay changes the old and new pay rates are tabulated.

Pay Changes. For the first time, this semi-annual survey of municipal pay rates shows a slowing up in the granting of salary and wage increases. Fewer cities gave pay raises during the first six months of 1949 than during the first six months of 1948 and 1947. Forty per cent of the 99 reporting cities raised pay during the first half of 1949 as compared with 61 and 47 per cents for the first half of 1948 and 1947 respectively. In some cities the pay was reduced. The first general decrease occurred in Madison, Wis., where the pay of all employees was reduced under its cost-of-living wage adjustment plan. Louisville and Winnetka also lowered a few salaries although some pay increases were granted.

Population Group	Total Cities Reporting	Extent of Pay Changes in 99 Cities		
		Increased All Pay Rates	Increased Some Pay Rates	Same Pay as in January
Over 500,000 . . . . .	6	2	2	2
250,000 to 500,000 . . . . .	12	1	3	8
100,000 to 250,000 . . . . .	12	2	7	3
50,000 to 100,000 . . . . .	18	0	5	13
25,000 to 50,000 . . . . .	16	0	1	15
10,000 to 25,000 . . . . .	26	3	9	14
5,000 to 10,000 . . . . .	9	1	4	4
	<u>99</u>	<u>9</u>	<u>31</u>	<u>59</u>

Among the nine cities which increased all pay rates are five cities over 100,000: Buffalo, N. Y.; Detroit, Mich.; Portland, Ore.; Charlotte, N. C.; and Cambridge, Mass. Four cities between 5,000 and 25,000 increased all pay rates: Sewickley, Pa.; La Tuque, Que.; Mamaroneck, N. Y.; and Carlisle, Pa. Three cities raised the pay only where the compensation plan called for regular increments in the salary. These cities are Watertown, N. Y.; St. Petersburg, Fla.; and University City, Mo. In University City all employees serving the city over one year were given a one step increase under the pay plan.

(Over)



Method Used in Changing Pay. Officials of cities under 100,000 were asked to indicate whether the pay increases during the first half of 1949 applied to all employees including department heads and the methods used to make the increases. A few of the cities over 100,000 supplied such information to the Civil Service Assembly.

1. Flat Amount Per Month for Regular Employees and Also for Hourly Rate Workers. Chico, Calif., \$15; Cushing, Okla., \$10 to \$15; Mamaroneck, N. Y., \$18; Laramie, Wyo., \$25; Ashtabula, Ohio, \$25 and 12 cents an hour to hourly employees; Eugene, Ore., \$10 to \$55; and Verdun, Que., 2 to 18 cents an hour to manual laborers.

2. Percentage Increases. Sewickley, Pa., all employees given 5 per cent; La Tuque, Que., 10 per cent; Portsmouth, N. H., approximately 10 per cent to all office clerks; Teaneck, N. J., 20 per cent; Rockland, Me., 10 per cent to department heads only; Cambridge, Mass., 10 per cent but no increase of more than \$200; Carlisle, Pa., 5 per cent or \$100 per year whichever is greater with a five cent an hour increase to hourly workers. Charlotte, N. C., 6 per cent raise for employees earning \$275.54 or less monthly and 3 per cent raise to employees paid more. Fargo, N. D., a 4 per cent raise to all employees in the first step of the pay plan.

3. New Compensation Plans. Hartford, Conn., and Winnetka, Ill., adopted new compensation plans although in both cities very few actual pay rates were changed.

4. Merit Increases. Four cities indicated that increases were only given on the basis of merit, usually to a limited number of individuals. Fargo, N. D. granted a 4 per cent pay increase to the top 20 per cent of the employees that had the best service records for the past year. Winnetka, Ill., made its increases on a merit basis and only to certain employees. Both Brattleboro, Vt., and Durham, N. C., limited pay increases to employees taking on greater responsibilities or exercising higher skills.

5. Cost-of-living Adjustments. In Madison, Wis., a drop in the consumers' price index between September 15, 1948 and March 15, 1949 resulted in a pay reduction for all city employees. All employees except policemen and firemen received pay reductions ranging from \$2.30 to \$3.92 while policemen and firemen received pay reductions from \$2.32 up to \$2.45 monthly.

Miscellaneous Changes. In Madison, Wis., all employees working 44 hours per week went on a 40-hour work week in July, 1949. Oklahoma City reduced the work week for policemen and firemen from 56 to 48 hours and from 84 to 72 hours respectively. In Albert Lea hourly employees will no longer receive time and one-half for overtime. Cushing, Okla., raised the vacation of hourly paid employees from 7 to 14 days per year, and Sewickley, Pa., grants employees with 15 or more years of service three weeks vacation.

Pay Changes Reported by Individual Cities. Only the cities reporting changes in pay rates during the first half of 1949 up to and including July 1 are listed below, the first column showing the beginning and top salary in January, 1949, and the second column the beginning and top salary as of July 1, 1949. The pay rates are on a monthly basis except where the letter "w" follows the pay rate, which indicates weekly pay, "h" hourly rate, and "d" daily rate. For a brief description of each of the 20 jobs listed below, see MIS Report No. 63 for April, 1949, which also gives the populations of the 99 cities and amount of annual paid vacation.



Use of the Data. Pay changes reported in this survey indicate trends. Salaries and wages in a given city should not be changed until a survey is made of salaries paid locally for comparable work in both private and public employment. For an explanation and summary of the rates reported below see pages 341 and 342 of this report.

CHANGES IN PAY RATES  
DURING THE FIRST HALF OF 1949

JUNIOR CLERK

	Salary Range			Salary Range	
	January 1949	July 1949		January 1949	July 1949
Akron, Ohio	\$125-140	\$145-160	Hartford, Conn.	\$35w-41w	\$35w-42w
Ashtabula, Ohio	125-145	150-170	Jacksonville, Fla.	139-203	150-195
Buffalo, N. Y.	146-163	163-179	Louisville, Ky.	100-125	125-152
Cambridge, Mass.	117-158	128-174	Madison, Wis.	157-187	155-185
Charlotte, N. C.	140-150	150-159	Portland, Ore.	180-210	185-215
Detroit, Mich.	180-202	186-204	San Francisco, Calif.	160-190	170-200
Eugene, Ore.	190-215	200-225	Shawinigan Falls, Que.	22w-28w	23w-28w
Flint, Mich.	149-169	163-187	Winnetka, Ill.	165-190	150-185

JUNIOR TYPIST-CLERK

Akron, Ohio	\$125-140	\$145-160	La Tuque, Que.	\$35w-35w	\$35w-39w
Brattleboro, Vt.	33w-38w	33w-39w	Louisville, Ky.	100-125	125-152
Buffalo, N. Y.	146-163	163-179	Madison, Wis.	157-187	155-185
Cambridge, Mass.	121-163	133-179	Portland, Ore.	180-210	185-215
Charlotte, N. C.	150-198	150-210	Portsmouth, N. H.	130-130	130-144
Detroit, Mich.	180-202	186-204	Rock Hill, S. C.	155-175	163-186
Eugene, Ore.	175-190	180-200	Sacramento, Calif.	180-216	198-238
Flint, Mich.	149-169	163-187	Sewickley, Pa.	140-158	140-208
Hartford, Conn.	35w-41w	35w-42w	Shawinigan Falls, Que.	22w-28w	23w-28w
Jacksonville, Fla.	130-180	150-195			

JUNIOR STENOGRAPHER-CLERK

Amarillo, Tex.	\$...-185	\$...-195	Louisville, Ky.	\$110-125	\$130-158
Buffalo, N. Y.	146-163	163-179	Madison, Wis.	164-194	162-192
Cambridge, Mass.	125-167	138-183	Marquette, Mich.	148-173	148-178
Charlotte, N. C.	198-249	210-264	Portland, Ore.	190-215	195-220
Eugene, Ore.	175-190	180-200	Rock Hill, S. C.	155-175	162-186
Flint, Mich.	149-169	163-187	Sacramento, Calif.	200-240	220-264
Hartford, Conn.	35w-41w	37w-45w	Shawinigan Falls, Que.	22w-31w	23w-31w

TELEPHONE OPERATOR

Akron, Ohio	\$145-160	\$165-180	Hartford, Conn.	\$35w-41w	39w-47w
Buffalo, N. Y.	196-213	213-229	Jacksonville, Fla.	175-175	175-190
Cambridge, Mass.	150-192	165-208	Louisville, Ky.	100-120	130-158
Charlotte, N. C.	170-185	191-207	Madison, Wis.	164-194	162-192
Detroit, Mich.	222-234	228-239	Portland, Ore.	175-200	180-205
Flint, Mich.	157-179	172-197	Sacramento, Calif.	190-228	209-251

(Over)



## BOOKKEEPING MACHINE OPERATOR

Salary Range		Salary Range	
January 1949	July 1949	January 1949	July 1949
Buffalo, N. Y. \$	221-238	\$	238-254
Cambridge, Mass.	150-192		165-208
Charlotte, N. C.	190-245		211-260
Detroit, Mich.	228-239		233-244
Flint, Mich.	199-223		219-245
Hartford, Conn.	43w-49w		43w-52w
Jacksonville, Fla.	225-252		230-253
Louisville, Ky.	110-170		140-170
Madison, Wis.	\$ 213-258	\$	211-256
Norfolk, Va.	157-188		164-197
Oklahoma City, Okla.	165-175		165-185
Portland, Me.	134-147		141-154
Portland, Ore.	215-260		220-265
Sacramento, Calif.	205-246		226-271
University City, Mo.	150-160		170-180
Winnetka, Ill.	175-235		165-215

## BOOKKEEPER

Ashtabula, Ohio \$	200-215	\$	225-250	Jacksonville, Fla. \$	243-288	\$	278-320
Brattleboro, Vt.	33w-53w		33w-54w	La Tuque, Que.	41w-46w		46w-51w
Buffalo, N. Y.	246-263		263-279	Madison, Wis.	235-280		233-278
Cambridge, Mass.	142-183		156-200	Marquette, Mich.	208-248		208-263
Charlotte, N. C.	190-225		238-260	Portland, Ore.	215-260		220-265
Detroit, Mich.	244-279		253-288	Rock Hill, S. C.	155-175		162-186
Eugene, Ore.	215-240		225-250	Sacramento, Calif.	231-277		254-305
Flint, Mich.	216-241		238-265	San Francisco, Cal.	230-280		240-300

## JUNIOR ACCOUNTANT

Amarillo, Tex. \$	200-200	\$	210-210	Hartford, Conn. \$	55w-64w	\$	58w-70w
Buffalo, N. Y.	271-288		288-304	Jacksonville, Fla.	155-200		150-200
Cambridge, Mass.	142-183		156-200	La Tuque, Que.	51w-51w		51w-57w
Carlisle, Pa.	...-147		...-152	Louisville, Ky.	200-320		251-291
Charlotte, N.C.	300-315		349-365	Portland, Ore.	280-330		285-335
Detroit, Mich.	319-377		332-391	Sacramento, Calif.	253-303		278-333
Flint, Mich.	307-347		337-382	San Francisco, Cal.	280-340		300-360

## LABORER

Akron, Ohio	\$1.02h-1.10h	\$	1.12h-1.21h	La Tuque, Que.	\$ .85h-.85h	\$	.85h-.94h
Ashtabula, Ohio	.85h-1.07½h		.90h-1.22h	Louisville, Ky.	.50h-.85h		.75h-.95h
Buffalo, N. Y.	188-188		204-204	Madison, Wis.	201-241		199-239
Cambridge, Mass.	38w-46w		40w-50w	Mamaroneck, N. Y.	163-202		163-222
Carlisle, Pa.	.75h-...		.80h-...	New Orleans, La.	110-160		110-180
Charlotte, N.C.	134-146		142-155	Oklahoma City, Okla.	6.40d-6.40d		6.40d-6.90d
Chico, Calif.	.90h-.95h		.95½h-1.02½h	Portland, Ore.	220-230		225-235
Cushing, Okla.	.70h-1.15h		.80h-1.15h	Sacramento, Calif.	200-220		220-242
Detroit, Mich.	1.33h-1.38h		1.41h-1.46h	San Francisco, Cal.	1.53h-1.53h		1.55h-1.55h
Eugene, Ore.	175-200		190-218	Sewickley, Pa.	1.05h-1.13h		1.07h-1.17h
Flint, Mich.	1.04h-1.15½h		1.14½h-1.23½h	Shawinigan Falls, Que.	.73h-.73h		.75h-.75h
Hartford, Conn.	1.01h-1.07h		43w-52w	Verdun, Que.	.73h-.76h		.75h-.78h
Houston, Tex.	7.00d-7.44d		7.20d-8.00d	Winnetka, Ill.	220-245		230-245



## LABOR FOREMAN

	Salary Range			Salary Range	
	January 1949	July 1949		January 1949	July 1949
Akron, Ohio	\$1.24h-1.39h	\$1.47h-1.53h	Houston, Tex.	\$9.00d-10.20d	\$9.60-10.50d
Amarillo, Tex.	200-240	225-240	Jacksonville, Fla.	238-238	235-295
Ashtabula, Ohio	1.32½h-...	1.39½h-1.49½h	La Tuque, Que.	.95h-.95h	.95h-1.05h
Brattleboro, Vt.	.90h-53w	1.00h-53w	Laramie, Wyo.	210-270	210-295
Buffalo, N. Y.	213-213	229-229	Louisville, Ky.	.65h-.95h	.95h-1.15h
Cambridge, Mass.	217-258	233-275	Mamaroneck, N.Y.	205-255	205-273
Carlisle, Pa.	.85h-...	.90h-...	Portland, Ore.	240-260	245-265
Charlotte, N.C.	215-229	228-243	Sacramento, Calif.	236-283	260-311
Detroit, Mich.	1.60½h-1.65½h	1.63½h-1.68½h	San Francisco, Cal.	1.71h-1.71h	1.74h-1.74h
Eugene, Ore.	290-315	300-345	Sewickley, Pa.	210-293	221-308
Flint, Mich.	211-237	232-261	Shawinigan Falls, Que.	.90h-.90h	.92h-.92h
Hartford, Conn.	52w-59w	52w-63w	Winnetka, Ill.	250-335	285-365

## TRUCK DRIVER

Akron, Ohio	\$1.12h-1.20h	\$1.23h-1.32h	Houston, Tex.	\$7.70d-8.13d	\$8.16d-8.80d
Ashtabula, Ohio	1.12½h-1.22½h	...-64w	Jacksonville, Fla.	228-228	212-265
Brattleboro, Vt.	.90h-.90h	.90h-1.00h	La Tuque, Que.	.90h-.90h	.90h-.99h
Buffalo, N. Y.	213-213	229-229	Madison, Wis.	207-246	205-244
Cambridge, Mass.	44w-52w	48w-56w	Portland, Ore.	235-245	240-250
Carlisle, Pa.	.85h-...	.90h-...	Sacramento, Calif.	236-236	260-260
Charlotte, N.C.	179-179	190-190	San Francisco, Cal.	1.55h-1.55h	1.61h-1.61h
Chico, Calif.	1.00h-1.10h	1.07½h-1.17½h	Sewickley, Pa.	1.08h-1.15h	1.13h-1.21h
Detroit, Mich.	1.14½h-1.46½h	1.49½h-1.54½h	Shawinigan Falls, Que.	.78h-.78h	.82h-.82h
Flint, Mich.	1.08h-1.20h	1.19h-1.32h	Verdun, Que.	.83h-.83h	.85h-.85h
Hartford, Conn.	1.08h-1.14h	49w-58w	Winnetka, Ill.	220-245	230-245

## HEAVY EQUIPMENT OPERATOR

Akron, Ohio	\$1.34h-1.49h	\$1.47h-1.64h	Hartford, Conn.	\$1.14h-1.20h	\$ 54w-65w
Amarillo, Tex.	210-260	220-260	Houston, Tex.	9.00d-11.20d	12.20-12.20d
Ashtabula, Ohio	1.22½h-...	1.24½h-1.34½h	Jacksonville, Fla.	195-210	215-225
Atlanta, Ga.	213-244	227-255	La Tuque, Que.	.97h-.97h	.97h-1.12h
Buffalo, N. Y.	221-221	238-238	Madison, Wis.	213-258	211-256
Cambridge, Mass.	44w-52w	48w-56w	Mamaroneck, N.Y.	163-225	163-243
Carlisle, Pa.	.90h-...	.95h-...	Portland, Ore.	250-275	255-280
Charlotte, N.C.	200-265	212-281	St. Louis, Mo.	2.40h-2.40h	2.55h-2.55h
Chico, Calif.	...-1.15h	...-1.22½h	Shawinigan Falls, Que.	1.05h-1.05h	1.07h-1.07h
Cushing, Okla.	...-210	...-220	Verdun, Que.	.83h-.83h	.90h-.90h
Detroit, Mich.	1.72½h-1.77½h	1.75½h-1.80½h	Winnetka, Ill.	245-270	235-305

## JUNIOR DRAFTSMAN

Amarillo, Tex. \$	...-240	\$ 225-250	Louisville, Ky.	\$ 140-180	\$ 176-208
Ashtabula, Ohio	215-...	238-270	Madison, Wis.	213-258	211-256
Buffalo, N. Y.	221-238	238-254	Marquette, Mich.	188-208	183-213
Charlotte, N. C.	250-290	265-299	Portland, Ore.	255-280	260-285
Detroit, Mich.	261-299	270-307	Sacramento, Calif.	247-297	272-327
Flint, Mich.	199-223	218-245	San Francisco, Cal.	240-300	260-320
Jacksonville, Fla.	150-190	175-268	Shawinigan Falls, Que.	39w-45w	43w-45w

(Over)



## AUTOMOBILE MECHANIC

		Salary Range				Salary Range	
		January	July			January	July
		1949	1949			1949	1949
Akron, Ohio	\$1.24h-1.39h	\$1.36h-1.53h	Jacksonville, Fla.	235-235	235-265		
Ashtabula, Ohio	1.32 $\frac{1}{2}$ h-...	1.34 $\frac{1}{2}$ h-1.44 $\frac{1}{2}$ h	Lakeland, Fla.	230-240	255-260		
Brattleboro, Vt.	1.15h-1.15h	1.15h-1.25h	La Tuque, Que.	.95h-1.05h	1.02h-1.12h		
Buffalo, N. Y.	238-238	254-254	Louisville, Ky.	.80h-1.10h	1.00h-1.20h		
Cambridge, Mass.	46w-54w	48w-58w	Madison, Wis.	225-270	223-268		
Carlisle, Pa.	.90h-...	.95h-...	Mamaroneck, N.Y.	208-258	208-277		
Charlotte, N. C.	205-245	217-260	Portland, Ore.	265-295	270-300		
Cushing, Okla.	...-210	...-220	San Francisco, Cal.	1.99h-1.99h	2.06h-2.06h		
Detroit, Mich.	1.66h-1.76h	1.74h-1.84h	Sewickley, Pa.	1.15h-1.25h	1.25h-1.50h		
Eugene, Ore.	240-265	250-280	Shawinigan Falls, Que.	.85h-1.00h	.87h-1.00h		
Flint, Mich.	266-295	293-325	Verdun, Que.	.88h-.95h	.90h-1.00h		
Hartford, Conn.	51w-56w	54w-65w	Winnetka, Ill.	265-310	235-310		

## JUNIOR CIVIL ENGINEER

Amarillo, Tex. \$	...-340	\$ 275-335	Jacksonville, Fla. \$	245-290	\$ 295-350
Ashtabula, Ohio	245-...	245-323	Louisville, Ky.	200-250	243-283
Buffalo, N. Y.	271-288	288-304	Madison, Wis.	292-362	291-361
Cambridge, Mass.	217-250	233-267	Mamaroneck, N.Y.	221-260	221-278
Charlotte, N.C.	360-360	371-371	Marquette, Mich.	268-288	268-308
Columbus, Ga.	200-330	200-350	Portland, Ore.	260-305	265-310
Detroit, Mich.	261-299	274-312	Sacramento, Calif.	308-369	339-406
Eugene, Ore.	185-200	225-250	San Francisco, Cal.	320-380	340-400
Flint, Mich.	267-295	293-324	Shawinigan Falls, Que.	265-275	269-275
Hartford, Conn.	56w-65w	58w-70w	Winnetka, Ill.	260-305	265-345

## JUNIOR LIBRARIAN

Brattleboro, Vt. \$	117-153	\$ 117-162	Jacksonville, Fla. \$	130-175	138-...
Bridgeport, Conn.	183-215	240-260	Madison, Wis.	225-270	223-268
Buffalo, N. Y.	196-213	213-229	Okla. City, Okla.	185-200	185-205
Cambridge, Mass.	158-179	167-196	Sacramento, Calif.	220-264	242-290
Cushing, Okla.	80-100	...-125	San Francisco, Cal.	220-270	230-280
Detroit, Mich.	241-263	246-268			

## PLAYLEADER

Buffalo, N. Y. \$	213-213	\$ 229-229	Portland, Ore. \$	220-255	\$ 225-260
Cambridge, Mass.	183-225	200-242	Sacramento, Calif.	175-210	193-231
Detroit, Mich.	180-222	195-238	San Francisco, Cal.	240-290	250-300
Hartford, Conn.	1.14h-1.22h	50w-61w	Verdun, Que.	40w-60w	40w-70w
Louisville, Ky.	110-130	120-146			



## FIREMAN

	Salary Range			Salary Range	
	January 1949	July 1949		January 1949	July 1949
Ashtabula, Ohio	\$228-262	\$253-287	Hartford, Conn.	56w-59w	56w-67w
Buffalo, N. Y.	225-250	233-275	Kansas City, Mo.	190-240	200-250
Cambridge, Mass.	219-267	235-283	Louisville, Ky.	200-225	200-240
Charlotte, N.C.	198-239	210-254	Marquette, Mich.	198-213	198-223
Chico, Calif.	215-240	230-255	Portland, Ore.	240-270	245-275
Detroit, Mich.	266-325	271-330	Sacramento, Calif.	242-291	266-320
Eugene, Ore.	220-250	230-275	Winneka, Ill.	245-290	240-300

## POLICEMAN

Ashtabula, Ohio	\$228-262	\$253-287	La Tuque, Que.	\$45w-45w	\$45w-50w
Buffalo, N. Y.	225-250	233-275	Louisville, Ky.	200-225	200-240
Cambridge, Mass.	219-267	235-283	Mamaroneck, N. Y.	221-271	239-289
Carlisle, Pa.	130-150	130-158	Marquette, Mich.	208-228	208-233
Charlotte, N. C.	198-239	210-254	New Orleans, La.	190-220	200-230
Chico, Calif.	215-240	230-255	Portland, Ore.	240-270	245-275
Detroit, Mich.	266-325	271-330	St. Louis, Mo.	225-245	262-290
Eugene, Ore.	220-250	230-275	Sacramento, Calif.	242-291	266-320
Flint, Mich.	247-276	272-303	Sewickley, Pa.	220-254	220-266
Hartford, Conn.	56w-59w	56w-67w	Winneka, Ill.	245-295	245-305

## BUILDING INSPECTOR

Akron, Ohio	\$255-285	\$260-290	Flint, Mich.	\$250-277	\$275-305
Amarillo, Tex.	...-240	225-240	Hartford, Conn.	62w-68w	65w-78w
Buffalo, N. Y.	246-263	263-279	Jacksonville, Fla.	300-308	300-315
Cambridge, Mass.	233-283	233-300	Madison, Wis.	292-362	291-361
Charlotte, N. C.	275-315	299-324	Oklahoma City, Okla.	215-235	215-240
Columbus, Ohio	270-292	298-320	Portland, Ore.	260-280	265-285
Detroit, Mich.	347-374	352-379	Sacramento, Calif.	280-336	308-370
Eugene, Ore.	265-315	290-330			

## PLUMBING INSPECTOR

Akron, Ohio	\$255-285	\$260-290	Eugene, Ore.	\$250-265	\$285-320
Amarillo, Tex.	...-265	235-265	Flint, Mich.	250-277	275-305
Buffalo, N. Y.	246-263	263-279	Hartford, Conn.	62w-68w	65w-78w
Charlotte, N. C.	275-315	299-324	Jacksonville, Fla.	300-300	300-350
Columbus, Ohio	270-292	298-320	Madison, Wis.	292-362	291-361
Cushing, Okla.	...-265	...-280	Portland, Ore.	260-280	265-285
Detroit, Mich.	347-374	352-379	Sacramento, Calif.	308-369	339-406
Durham, N. C.	200-258	200-275			



